

Fisher & Paykel Appliances Holdings Limited

Supplier Code of Conduct

Company Code of Conduct

The Company is firmly committed to observing the highest standards of ethical behaviour and conduct. This starts with abiding by relevant local and international laws, rules and regulations.

The Company's Code of Conduct sets out the framework of the standards that the Company's Directors and employees are expected to conduct their professional lives by. As stated in the Code of Conduct, the Company's Directors and employees will not accept gifts or personal benefits of any value from external parties if it could be perceived this could materially compromise or influence any decision by the Company.

In addition, the Company's employees will (amongst other things):

- (a) conduct themselves in a way that demonstrates that their honesty is beyond question and will not commit behaviour that has the potential to bring the Company's image into disrepute;
- (b) deal honestly with the Company, professional advisors, customers, and suppliers; and
- (c) not accept or offer bribes or improper inducements to or from anyone.

Supplier Code of Conduct

As a minimum, the Company requires that its suppliers maintain policies that:

- (a) support fair competition and integrity, and require adherence to relevant local and international laws, rules and regulations;
 - (b) prohibit the giving or receiving of bribes or other improper inducements;
 - (c) prohibit the unauthorised release of privileged, proprietary or confidential information,
- with a process for assuring compliance.

In addition, suppliers must:

- (d) comply with the conditions, requirements and specifications included in documents (including purchase orders) supplied by the Company; and
- (e) respond to all reasonable requests for advice and information received from the Company.

Non Compliance

All suppliers are expected to read, understand and adhere to this Supplier Code of Conduct. The Company reserves the right to monitor and/ or audit the supplier's adherence to this Code. A failure by the supplier, their employees or contractors under their control, to comply with this Supplier Code of Conduct will entitle the Company to immediately terminate the supply arrangement with supplier.